

Major Gender Equality Issues (Cabinet-level Issues) for 2026–2029

Executive Yuan of the R.O.C. (Taiwan)

Overview

This document serves as a comprehensive strategic framework outlining the nation's gender equality priorities and action plans for the period of 2026 to 2029. It integrates international standards such as the UN Sustainable Development Goals (SDGs) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into domestic policies.

The document identifies five core issues: promoting gender equality in decision-making, building gender-friendly workplaces and enhancing Women's Economic Power, eliminating societal stereotypes and discrimination (including enhance awareness and respect LGBTI+), ensuring equitable health and care services, and integrating gender perspectives into infrastructure and technological innovation. Furthermore, given that the prevention of gender-based violence involves inter-departmental cooperation between agencies under the Executive Yuan and the Judicial Yuan, a "National Action Plan for the Prevention of Gender-Based Violence" has been established in addition to the core issues.

We have also established the "Guidelines for the Proposal, Review, and Implementation Tracking of Gender Equality Promotion Plans (2026-2029)" for all ministries under the Executive Yuan, to ensure that each ministry incorporates the above-mentioned core issues into their gender equality promotion plans and regularly reports on the implementation results.

The implementation results of the ministry gender equality promotion plans will be reflected in the Executive Yuan's performance evaluation of each ministry's gender equality work.

Framework Table of the Five Major Issues (2026–2029)

Goals	Key Performance Indicators (KPIs)	Strategies
Issue1: Promoting Gender Equality in Decision-making Participation in Public and Private Sectors		
1. Achieve gender parity in public sector decision-making bodies. 2. Increase female representation in private sector leadership (e.g., corporations, unions).	1. Achievement rate of government committees (including second-level and third-level agencies) reaching at least 40% for either gender at 95%. 2. Achievement rate of gender parity in government committees (including second-level and third-level agencies) at 70%. 3. Achievement rate of administrative corporations and government-funded foundations reaching at least 40% for either gender in boards and supervisors: 60% for directors and 90% for supervisors. 4. Achievement rate of state-owned enterprises reaching at least 40% for either gender on boards of directors and supervisors: 40% for directors and 70% for supervisors. 5. Evaluation of national social organizations: reaching 70% for those whose boards of directors and supervisors meet the 1/3 gender ratio requirement. 6. Evaluation of national professional organizations: reaching 25% for those whose boards of directors and supervisors meet the 1/3 gender ratio requirement. 7. Achievement rate of farmers' associations reaching 1/3 gender ratio for directors and supervisors: 5% for directors and 20% for supervisors.	1. Review and amend regulations to institutionalize gender ratios. 2. Implement temporary special measures to accelerate parity. 3. Cultivate female talent and maintain professional databases.

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	8. Achievement rate of fishermen's associations reaching 1/3 gender ratio for directors and supervisors: 15% for directors and 35% for supervisors. 9. Increasing the 1/3 gender ratio in labor unions' directors and supervisors: 45% for directors and 35% for supervisors. 10. For listed, OTC and emerging stock companies (1) Ratio of female directors reaching 22%. (2) Ratio of female audit committee members reaching 28%. (3) Achievement rate of reaching 1/3 gender ratio on boards A. Listed companies: 18% B. OTC companies: 20% C. Emerging stock companies: 22% (4) Achievement rate of audit committees reaching 1/3 gender ratio A. Listed companies: 32% B. OTC companies: 36% 11. Increasing the ratio of female cabinet members to 1/3 12. Advancing the ratio of female local representatives elected toward 40%.	
Issue2: Establishing Gender-friendly Workplaces & Enhancing Women's Economic Power		
1. Create inclusive and supportive workplace environments. 2. Enhance women's labor	1. Increasing the ratio of male employees applying for parental leave without pay, by 1.8 percentage points annually. 2. Improving the female labor force participation rate	1. Provide gender awareness training for employers and executives. 2. Promote gender-friendly workplaces in public and private sectors.

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participation and retention. 3. Narrow the gender pay gap.	(1) Overall female labor force participation rate: increasing by 0.2 percentage points annually. (2) Female labor force participation rate for ages 30-39: increasing by 0.2 percentage points annually for ages 30-34, and by 1.5 percentage points annually for ages 35-39. (3) Female labor force participation rate for ages 55-64: increasing by 1.5 percentage points annually for both 55-59 and 60-64 age groups. 3. Narrowing the gender pay gap, by 0.2 percentage points annually.	3. Close horizontal and vertical occupational gender segregation. 4. Narrow the gender pay gap of every industry. 5. Support female entrepreneurship and international market entry. 6. Enhance employment of disadvantaged female groups (the elderly women, women with disabilities, the indigenous women and rural women)

Issue3: Eliminating Gender Stereotypes, Prejudice, and Discrimination

1. Eradicate deep-seated gender biases and stereotypes. 2. Improve public understanding and acceptance of LGBTI+.	1. Public awareness score for gender equality reaching 81.5. 2. Among higher education students, the ratio of females in the "Engineering and Engineering Trades" field reaching 21%; the ratio of males in the "Nursing and Midwifery" field reaching 14%. 3. Public score for LGBTI+ acceptance reaching 73.	1. Promoting gender equality in culture, customs, and ceremonies. 2. Utilizing incentives or subsidies to strengthen the gender equality awareness of professionals in traditional media, electronic media, new media, and self-media. 3. Enhancing the gender awareness of professional personnel across various agencies (including police, firefighters, immigration officers, diplomats, military personnel, teachers, judicial officers, social workers, medical personnel, household registration officers, and sports professionals). 4. Promoting gender mainstreaming on campuses, changing traditional concepts of academic major selection at all levels of education, and actively addressing gender
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		imbalances among faculty and students. 5. Promoting the understanding, acceptance, and equal treatment of LGBTI+.
Issue4: Promoting Gender Equality in Health and Care Work		
1. Provide affordable, high-quality and accessible public childcare. 2. Ensure health equity across all genders.	1. Enrollment rate in childcare for infants aged 0-3 reaching 36.9%. 2. Ratio of public childcare capacity for children aged 2 to under 6 reaching 50%. 3. Increasing the ratio of females engaging in regular exercise by 0.5 percentage points annually. 4. Increasing the utilization rate of adult preventive health services for both males and females by at least 0.5 percentage points annually, with the gender gap narrowing compared to the previous year. 5. Annual volume of breast and cervical cancer screenings for women with disabilities exceeding 100,000 person-times. 6. Maternal mortality rate maintained at or below 14.0 (per 100,000 live births). 7. Annual growth of 500 person-times in the total service volume of the Men's Care Hotline.	1. Expanding public and quasi-public childcare services and kindergartens to provide accessible, universal, high-quality, and affordable childcare and education services. 2. Encouraging the establishment of community and tribal mutual assistance childcare centers in remote areas or tribal regions. 3. Encouraging the public sector and corporations to establish workplace infant day care (0-2 years old) or workplace childcare centers (2-6 years old). 4. Local governments encouraging their affiliated elementary schools to provide after-school childcare classes while considering the diverse needs of parents. 5. Developing sports promotion policies or programs tailored to the needs of different genders. 6. Strengthening gender and culturally appropriate health promotion and education in preventive healthcare advocacy. 7. Improving the accessibility of preventive healthcare services for different genders (especially males).

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		8. Strengthening health services for women with disabilities and improving the accessibility of medical and screening services through supportive measures. 9. Improving the quality of maternal care. 10. Promoting maternal mental health enhancement initiatives. 11. Strengthening mental health support and care for high-risk cases across different genders (such as the elderly and LGBTI+ groups). 12. Raising awareness of male suicide prevention and strengthening the accessibility of suicide prevention services.
Issue5: Creating Environments, Spaces, & Tech Innovation with a Gender Perspective		
1. Build infrastructure and urban environments that reflect gender needs. 2. Promote "Gendered Innovation" in scientific and technological research.	1. Achieving a 70% or higher improvement rate for gender-friendly spaces in public venues. 2. Completing and applying "Gendered Innovation" manuals of different fields to practical R&D cases at least two cases of each manual.	1. Improving the gender-friendliness of public spaces (e.g., toilets, breastfeeding rooms, parking spaces, etc.) in affiliated schools, medical institutions, transportation facilities, arts venues, and tourism/leisure sites according to relevant regulations. 2. Optimizing and enhancing the gender-friendliness of spaces within affiliated fields. 3. Enhancing agency personnel's understanding and application of the "Gendered Innovation" manuals, and reviewing/refining these manuals.

Goals	Key Performance Indicators (KPIs)	Strategies
		4. Applying "Gendered Innovation" to climate change-related research and technological development.